

General Secretary's Report 2017/2018

CONTENTS

Introduction:	Our President; The Executive; ACCS Finances
Overview of the Year:	Deputy Principals; Middle Management; Guidance Provision; Special Needs; Working with others

THE ACCS STRATEGIC PLAN 2017-2020

- 1. Shaping the Future by Influencing and Managing Change**
 - ACCS Education Conference
 - Information and Communication Technology
 - In-School Management Conference
 - Joint Further Education Representative Group (JFERG)
 - Parents Association of Community and Comprehensive Schools (PACCS)
- 2. Continue to embed and develop governance structures in Community and Comprehensive Schools:**
 - School Governance - A Legal Perspective
 - Child Protection
 - Financial Supports Services Unit, FSSU
 - Garda Vetting
 - Care and Management of Staff
- 3. Managing the Evolution of ACCS and promoting the Community and Comprehensive Sector:**
 - Future Development of Community and Comprehensive Schools

Retirements and New Appointments

ACCS/Info. Bulletins

ACCS General Secretary's Report 2017/18

Introduction:

The past year has seen significant leadership changes within ACCS. General Secretary, Ms. Eileen Salmon, announced her retirement to take effect from August 31st, 2017. Eileen, in her tenure as Assistant General Secretary and subsequently General Secretary, has made an enormous contribution to ACCS. She developed and drove the implementation of the ACCS Strategic Plan 2013-2016. This plan provided the framework and direction for the work of the ACCS Secretariat, Executive, Sub-Committees and Task Groups. Eileen was very clear on the direction ACCS should go and was fearless in her leadership in the promotion of new developments in education.



Eileen played a leading role in reconceptualising leadership and management structures in post primary schools. The enhanced allocation of Deputy Principals and the introduction of the new Leadership Framework in schools are testament to this excellent work. Always an advocate for educational reform which benefitted the learners in our schools, Eileen was and is, a steadfast supporter of the ideals of the new Junior Cycle Framework. In the face of considerable opposition and against a backdrop of industrial action she continued to support those leading educational reform.

In all this work Eileen never forgot the vital importance of supporting our schools. This is evidenced by the numerous messages received from individual schools thanking her for her support and kindness. Her attention to detail and phenomenal detailed knowledge of Department circulars was 'the stuff of legends'. We wish Eileen well in her retirement and thank her sincerely for all her work.

It has been a pleasure to work with Eileen for three years as Assistant General Secretary and now a great honour to be afforded the opportunity to lead ACCS as General Secretary. I also welcome the appointment of Ms. Áine O'Sullivan as Assistant General Secretary. Áine brings a wealth of experience to her role of Assistant General Secretary as former Principal in Ashbourne Community School, member of the National Council for Curriculum and Assessment, Associate to the JCT Leadership Team and former Associate of the LDS team. The energy and innovation she has brought to the post will serve ACCS well into the future. The leadership team in ACCS is completed by our HR Manager, Ms. Anne Marie Dillon. Her experience, understanding and guidance to schools on HR matters are highly valued by schools. We look forward to working with and supporting our schools as well as further developing ACCS services and supports into the future.

In ACCS we are fortunate to have an office team lead by Office Manager, Ms. Susan Cunniffe, who provide excellent support, not just to us in the office, but also to ACCS member schools. Susan is ably supported by Ms. Debbie Riordan and Ms. Eileen Diver. Their organisational and logistical skills are invaluable.

Our President

ACCS President, Ms. Antoinette Nic Gearailt, has remained a constant in this period of transition. This is Antoinette's third, and as indicated at last year's Convention, final year as ACCS President. She has greatly assisted in the transition over the last number of months and is a constant support. She has not only chaired all Executive meetings but has represented ACCS at numerous meetings and led many negotiation teams. Antoinette is committed to inclusive education and has worked tirelessly to ensure that necessary supports are in place to meet the needs of students with special education needs. This dedication has been recognised in her appointment as a council member of the NCSE.

Antoinette has made a valuable contribution to ACCS and without doubt has contributed to ‘making a difference’ not only within ACCS but also at a national level.

The Executive

The representative nature of the ACCS Executive serves the organisation well. The combination of sitting Principals and both Trustee and parent representatives brings a richness and balance to the discussions and ensures the direction of ACCS is relevant to the Boards it serves. Over the course of this year the Executive has met on seven occasions.

Members of the Executive serve on sub-committees and task groups to advance the work of ACCS between Executive meetings.

These include:

- The Officer Board and Finance Sub-Committee
- Constitution and Convention Sub-Committee
- Education Sub-Committee
- Special Education Needs Sub-Committee
- ICT Sub-Committee
- In-School Management Task Group
- Future Development of Community and Comprehensive Schools Sub-Committee
- Scoileanna Gaeltachta CSPC

Thanks to all those who have served on this Executive. Thanks to Mr. Séamus Ó Ceallacháin who stepped down as ACCS Hon. Treasurer in the last year to pursue an opportunity as Government Advisor in the Department of Rural Affairs. We wish Séamus every success in his new role and have no doubt that our paths will cross again in the future.



ACCS Finances

ACCS finances remain in a healthy state. Hon. Treasurer, Mr. Paul Thornton, will present the audited accounts and a detailed report to this Convention. There has been a planned deficit this year where ACCS invested in additional supports to schools in the form of an ACCS ICT Advisor who carried out audits in sixty-six of our schools. These audits were a valuable source of information as schools engaged in planning the implementation of the school’s digital strategy. ACCS also invested in updating the CRM system which will facilitate provision of better services to schools.

The monthly accounts of ACCS are reviewed and adopted by the Executive at each meeting. The Annual Director’s Report and Financial Statements are reviewed and adopted by the Executive.

The Annual Director’s Report and Financial Statements are submitted to:

- School Member Boards in accordance with Article 61 of the Articles of Association
- The Department of Education and Skills to comply with the DES Service Level Agreement 2016
- The Register of Companies line with the statutory obligations arising from ACCS status as a Company Limited by Guarantee
- The Charities Regulatory Authority

I wish to place on record the sincere thanks of the ACCS Secretariat to both Mr. Séamus Ó Ceallacháin and Mr. Paul Thornton who have served in the role of Hon. Treasurer in the past year. Their support, technical expertise and advice over the past year were highly valued by head office personnel.

Overview of the Year

The past year has seen considerable progress in the implementation of the new Junior Cycle Framework. It is a welcome development that much of the industrial action that typified the previous number of years has been resolved. While the implementation of any major educational reform will pose its own challenges the principles of the new framework provide an opportunity to re-strike the balance ensuring that the learning and assessment processes are more attuned to student needs.

The clustering of CPD days by JCT is welcome as it minimises the level of disruption in schools. With the increase in the number of subjects comprehended by the new Junior Cycle Framework more teachers are now actively engaged. There are still challenges to be overcome such as the technical issues surrounding the publication of the Junior Cycle Profile of Achievement, JCPA, and scheduling of Subject Learning and Assessment Review Meetings, SLARS. However, it is encouraging to see more and more teachers engaged and implementing changes in the core task of learning and teaching in classrooms.

Deputy Principals

This September a significant cohort of new Deputy Principals took up appointment in our schools. This very welcome development will strengthen senior management teams in schools. Provision of ex-quota Deputy Principals in schools with an enrolment of over 400 students was introduced in 2016. This was accompanied by proportional ex-quota provision for schools of less than 400 students. September 2017 saw the extension of this programme of enhancement to include provision of a second ex-quota Deputy Principal in schools of 700+ students and a third when in schools of 900+ students. In late August ACCS hosted an induction programme for all new Principals and Deputy Principals. The programme was very well received by participants and the opportunity of a follow up was taken at the In-School Management Conference in late November. The feedback from school managements has been overwhelmingly positive regarding this enhancement.

Middle Management

Budget 2016 also made a commitment to the commencement of the restoration of middle management posts to schools during the 2017/18 school year. Following an extensive period of consultation ACCS welcomes the new Leadership Framework for schools envisaged in CL 03/2018. Key elements of the new framework include:

- Flexibility in identifying and prioritising the evolving leadership and management needs of the school and in assigning and re-assigning post holders to specific roles and responsibilities to meet the evolving needs of a school.
- Leadership in a school context, creates a vision for development leading to improvements in outcomes for learners, and is based on shared values and robust evaluation of evidence of current practice and outcomes. In this way, leadership is distributed throughout the school as a key support for student learning.
- Any system of school leadership and management should build on and consolidate existing school leadership and management structures in schools in line with best practice as set out in 'Looking at Our Schools 2016 – A Quality Framework for Post Primary Schools'.

Guidance Provision

The restoration of guidance provision in schools continues with a modest increase to all school allocations. This is a welcome initiative. ACCS awaits the findings of the review recently initiated by Minister Bruton as part of the Minister's Action Plan for Education.

The review will be guided by an expert steering group chaired by Professor Tom Collins. The review will be carried out in accordance with the following Terms of Reference:

Describe and review existing career guidance tools and career information for post-primary/further education/higher education students and adults, currently in place across the education and training system in Ireland.

The review will specifically consider:

- Existing policy framework for such tools and information.
- Information sources, including online tools.
- Organisational structures.
- Assess how learners form their opinions around career choice including when, who and what influences these choices.

- Review the quality, quantity and sources of career information available and assess which mechanisms and what formats have the greatest impact on students and adults career choices.
- Outline what measures could be designed and what framework created to enhance enterprise engagement with the education and training system in relation to providing information on career pathways for students and adults.
- Recommend changes to improve the existing career guidance tools and career information for post-primary/further education/higher education students and adults, currently in place across the education and training system in Ireland.
- Review to commence in Quarter 1, 2018 and a report to be completed and published by end Quarter 2, 2018.

Special Needs

The revised model for allocating Special Education Needs to schools has now been introduced. The first allocation to schools under the revised model will hold for two years. During this time all school profiles will be monitored, and adjustments will be made as required following this two-year introductory period. The autonomy afforded schools under the new model has been broadly welcomed as schools can provide additional supports at school level once a specific learning need has been identified.

From March 2017, the Special Educational Support Service (SESS) the National Behaviour Support Service (NBSS) and the Visiting Teacher Service for Children with Visual or Hearing Impairment (VTVHI) have transferred to the managerial control of the National Council for Special Education (NCSE). These services, supported by additional teaching posts and in conjunction with existing NCSE services, provide for a Support Service within the NCSE. The advisory and intervention supports which had previously been provided to schools by a number of different bodies and organisations will now be provided by a single body. The development of the NCSE Support Service will mean that schools will receive a more cohesive service provision and more integrated support.

Working with others

ACCS continues to work closely with the other management bodies and interested stakeholders in education. Work completed on a Dignity at Work Policy has been delayed due to recent court findings. A meeting is scheduled with relevant parties to review any required amendments.

Community and Comprehensive schools have benefited from accessing shared services. In this regard we wish to acknowledge access by Further Education Providers to shared courses developed within the ETBs and the support of Ms. Marie Gould in ETBI and Ms. Finola Butler in FESS. ACCS is currently working with colleagues in the JMB on the issue of re-engagement with QQI and in this regard, we acknowledge the support of Dr. Michael Redmond and Ms. Catherine O'Sullivan.

The introduction of the GDPR will have significant implications for schools. For the last number of years, the school management bodies have worked closely together providing Data Protection In-service to schools and developing the resource, www.dataprotectionschools.ie. Thanks to our colleagues, Ms. Bernadette Kinsella, JMB, and Ms. Patricia McDermott, ETBI.

Community and Comprehensive schools continue to access the supports of the School Procurement Unit. ACCS thanks Mr. Ronan Farrell and his team in the SPU for their support. Bi-monthly Newsletters now issue to schools which provided very useful updates and easily accessible information. The staff of the SPU remain available to all schools to assist them in any procurement matters. We welcome access to the Financial Support Services Unit, FSSU, and have begun working closely with Ms. Louise McNamara and her team.

Strategic Plan 2017-2020

Following a review, the Executive adopted a successor to the Strategic Plan 2013–2016. The Executive identified three key strands in the ACCS Strategic Plan 2017–2020. These are:

1. Shaping the future by influencing and managing change
2. Continue to embed and develop governance Structures in Community and Comprehensive Schools
3. Managing the Evolution of ACCS and promoting the Community and Comprehensive School Sector

Clear actions have been identified for each strand and will be reviewed at regular intervals by the ACCS Executive. In structuring the remainder of my report, I will map the activities of ACCS over the course of the year against these strands identified in the Strategic Plan 2017–2020.

STRATEGY 1

Shaping the Future by Influencing and Managing Change

Key to this strategy is how ACCS supports existing Boards of Management and in-school management teams in executing their responsibilities. There are five key facets to this work:

- Day to day communication with schools
- Provision of Information Bulletins as required to schools
- An extensive Continuous Development Programme, CPD, for schools
- The ACCS website, www.accs.ie
- ACCS Newsletters

Without doubt the most generic form of communication remains by phone. In ACCS we remain committed to being available to school personnel. If unable to take a call immediately we endeavour to revert to each call at the earliest opportunity. At each Executive meeting an anonymised report of the nature of queries is circulated. Trends are identified and strategies put in place to meet the needs of school management.

Forty-seven ACCS Information Bulletins on pertinent issues to schools were issued during 2017. All Information Bulletins are issued to the Secretaries of Boards of Management. It was agreed at the Executive meeting of August 2017 the Information Bulletins also issue to Chairpersons of Boards. This will be actioned once the current update of school data is complete to ensure accuracy. In this regard the upgrade of the ACCS management systems to allow online updating and booking of in-service will greatly enhance the service we provide to schools.

At the beginning of each academic year the first ACCS Newsletter details the CPD Programme for the coming year. It is an extensive programme while being mindful of the demands in school. The current programme is a combination of programmes delivered by ACCS personnel and outside agencies. This year we wish to acknowledge the support of:

- Mason, Hayes and Curran – School Governance, a Legal Perspective
- The Department of Education and Skills, Inspectorate and NCSE – New Special Education Model
- The State Claims Agency – Seminar for Community and Comprehensive Schools
- Millett and Matthews – Being GDPR Ready

ACCS are currently undergoing a robust evaluation of CPD programmes and values the feedback from those in attendance.

The ACCS website is a valuable resource to schools with significant materials available to assist schools meet their responsibilities. At head office we endeavour to update the site regularly and in this regard, I wish to acknowledge the support of Mr. Liam Ryder. Liam, who serves as Chairperson of a Board of Management, brings an insight and relevance to this work and his advice and observations are valued. Access to all areas of the site is available to Board members and school management can provide access to school personnel as appropriate.

There are five ACCS Newsletters published annually. They provide updates on relevant issues. As part of this year's Newsletter there is a feature article each month on implementation of the new Junior Cycle. Schools are also encouraged to forward information for inclusion in Newsletters with a focus on celebrating significant achievements and the work of their students.

ACCS Education Conference

The Education Sub-Committee is charged each year with planning the Education Conference which is held in the final term. The 2017 Conference was titled '*Innovation and Excellence*'. The format of the Conference is a combination of outside keynote speakers with presentations by practitioners in schools on initiatives that are making a difference. This year's keynote address was delivered by Mr. Harry Freeman, Educational Consultant and Lecturer at Trinity College, and was titled, '*Towards Excellence in Our Schools*'. The contributions from schools, which were provided in concurrent workshops, were as follows:

- Homework – Ms. Sinead Ronan, Scoil Mhuire, Clane
- Academic Monitoring of Students – Mr. John McKennedy and Ms. Aileen Ryan, St. Colmcille's Community School
- Féilte Beaga – Ms. Leona Forde, Kinsale Community School
- Strategies to Improve Problem Solving in Maths – Ms. Irene Stone, St. Mark's Community School

The event concluded with a presentation on 'Building Excellence into the Culture of Schools' by Mr. Séamus O'Ceallacháin, Pobalscoil na Tríonóide, Youghal. Thanks to all who participated and thanks to the Education Sub-Committee, chaired by Mr. Paul Crone.

Information and Communication Technology

ACCS welcomed the Initial funding for the Digital Strategy for Schools 2015 – 2020. On the recommendation of the ICT Sub-Committee the Executive appointed an ICT Advisor to Schools. In her role, Ms. Deirdre Redmond visited and audited sixty-six ACCS schools. These audits were deemed invaluable in allocating funding to develop schools' ICT capability. Deirdre also contributed to an ACCS in-service aimed at school management and ICT co-ordinators focused on the Digital Strategy for Schools. This in-service also included an input by Mr. Tom Lonergan, PDST Technology in Education, which provided potential road maps for schools depending on their point on the journey toward ICT integration.

In September 2017 Deirdre moved to a new position in PDST Technology in Education. We wish Deirdre well in her new position and thank her for her contribution to ACCS.

Currently the ICT Sub-Committee are partnering with Microsoft exploring the development of a platform which will be developed to share materials across all ACCS Schools. I wish to acknowledge the work of the ICT Sub-Committee, chaired by Mr. Paul Thornton.

In-School Management Conference

The In-School Management Conference provides the opportunity for senior management teams in our schools to meet and reflect on their practice. This year's theme was 'Changing Dynamics' and included keynote inputs and the sharing of best practice.

Thanks to Ms. Phil Fox, Head of Initial Teacher Education of the Teaching Council, who opened the Conference with a presentation on 'Professional Collaboration'. In sharing best practice there was an opportunity to attend four workshops:

- "Creative Approaches to Embedding Wellbeing in First Year" – Ballyhaunis Community School
- "Using School Self Evaluation to support the Junior Cycle Framework" – John the Baptist Community School
- "Embedding Global Citizenship in Junior Cycle" – World Wise Global Schools
- "Building Collaborative Approaches & Reflecting on Learning to Learn" – Ballymakenny College

The second day included a Governance Section with an introduction to the new 'Child Protection Procedures for Primary and Post Primary Schools'. The Conference concluded with an inspirational presentation by Mr. Joe Schmidt, Ireland Head Rugby Coach on changing dynamics. Having been a Deputy Principal in a previous career, his message was completely relevant and focused on the importance of leadership based on values and key role leaders play.

An important part of the Conference is the informal learning that takes place over conversations during breaks. Thanks to the In-School Management Task Group chaired by Mr. Denis Ring.

Joint Further Education Representative Group, JFERG

Further Education programmes are hosted predominantly with ETBs. There is however, a significant role played by many Community and Comprehensive Schools who are also providers in this area. In the last number of years there has been a few changes that have impacted on the schools including the creation of QQI and SOLAS which has created the need to establish and develop new relationships. JFERG was established to assist schools in the Secondary Voluntary and Community and Comprehensive sectors. Over the course of this year JFERG explored possible additional supports to schools. It is disappointing to date that submissions to the Department have not been successful.

Over the coming months the following challenges will be faced:

- Re-engagement with QQI and associated costs
- The new allocation model for Further Education Programmes

Parents' Association of Community and Comprehensive Schools, PACCS

The 33rd PACCS Annual Conference took place in Ashbourne Community School in April 2017. The theme of the Conference was 'S.O.S – Supporting our Students'. In her opening remarks, Ms. Rebecca Hemeryck, President PACCS, stressed the vital role parents play in the education of their children. The Conference included presentations on:

- Wellbeing – Ms. Betty McLoughlin
- Star Trek Approach to Mental Health – Dr. Paul Deasy
- 'Fatherhood' – Mr. Brendan Dennehy
- Campaign for Publicly Funded Education – Ms. Annie Hoey, USI
- Zeminar – Mr. Damien Clarke

The Conference concluded with an Open Forum where Mr. Aidan Farrell, CEO State Examinations Commission, Ms. Betty McLoughlin, JCT Wellbeing Team, Mr. Diarmuid de Paor, Assistant General Secretary ASTI, and Mr. John Irwin, Assistant General Secretary ACCS engaged directly with delegates on a broad range of issues.

ACCS engaged in meetings with PACCS representatives over the course of the year and are planning potential shared inputs at training on the future enactment of the Admissions Bill.

STRATEGY 2

Continue to embed and develop governance structures in Community and Comprehensive Schools

The publication of the Governance Manual for Community and Comprehensive Schools is addressed in Department of Education and Skills Circular Letter 61/2016. The Circular states:

“All schools in the C&C sector are required to familiarise themselves with the governance manual and ensure compliance with its requirements”.

The Governance Manual can be accessed on the ACCS website. www.accs.ie

School Governance – A Legal Perspective

Since the publication of the Department of Education and Skills Governance Manual for Community and Comprehensive Schools, there has been a focused input in the ACCS CPD programme on governance to embed the procedures outlined in the manual. This has included inputs at the last two Conventions and In-School Management Conferences and dedicated in-service aimed at Principals, Secretaries to Boards and Chairpersons. This year, the focus of this in-service was on ‘Governance in Schools, a Legal Perspective’ delivered by the team at Mason, Hayes and Curran. We acknowledge their support and express our gratitude to Mr. Ian O’Herlihy who liaised directly with ACCS in the planning of the programme.

Significant work has also been completed in this regard in the areas of Child Protection and Financial Services.

Child Protection

A Working Group on Updating the Child Protection Procedures in Primary and Post-Primary Schools was established by the School Governance Section of the Department of Education and Skills. The Working Group, chaired by Mr. Padraic Joyce, P.O. DES, has engaged in meetings regularly to consider the implications of the enactment of the Child First Act 2015. This work culminated in CL 81/2017 and the publication of the new ‘Child Protection Procedures for Primary and Post Primary Schools 2017’. The new procedures took effect on 11th December 2017. All schools have until 11th March 2017 to complete a Child Protection Risk Assessment and develop a Child Safe Guarding Statement to replace existing Child Protection Policies. The procedures were accompanied by useful templates to assist with these processes.

There are significant developments in the new procedures including the designation of all teachers registered with the Teaching Council as mandated persons and new oversight procedures captured in Section 9 of the procedures. To assist schools in implementing the new procedures ACCS provided an introductory session to Principals and Deputy Principals at the In-School Management Conference. Schools may avail of two half day closures to allow school personnel engage in online training programmes designed by Tulsa and the PDST. Dedicated face to face training will also be provided to Designated Liaison Persons, DLPs, and Deputy Designated Liaison Persons, DDLPs.

Further guidance on training opportunities for schools are available on the PDST website. www.pdst.ie

Financial Supports Services Unit, FSSU

The Financial Services Unit (“FSSU”) is a support mechanism providing advice and support to schools in financial governance. The FSSU has been operating in the Voluntary Secondary Sector since 2005 and was expanded to Primary Schools in September 2017. Following consultation with the Department of Education and Skills, ACCS welcomed the roll out of these supports to Community and Comprehensive schools from January 2018.

The FSSU can help schools with

- Provision of advice and support to schools on financial governance matters including budgeting.
- Development of templates for use by schools in relation to financial matters including a standardised national template for annual school accounts.
- Carrying out such audits as may be required.
- Acting as a central repository for receipt of school accounts prepared by an external accountant/auditor (*as per Section 18 of the Education Act 1998*).
- Liaison with the DES in relation to financial matters pertaining to schools.
- Assisting with filing VAT/RCT returns and Payroll returns.
- Provision of financial training.
- Provision of notification of all regulatory compliance updates.
- Provision of necessary information to Central Statistics Office (CSO) and Charities Regulatory Authority (CRA) to satisfy reporting obligations for schools.

A complete programme has been agreed to introduce the services of the FSSU to schools. We are delighted to welcome Ms. Louise McNamara, Director FSSU, to our Convention, who will present on the role of the FSSU as part of the Governance presentation at this Convention. We look forward to working closely with Louise and all the team in the FSSU providing this additional support to schools which will assist them in meeting their financial governance obligations.

Garda Vetting

Department CL 16/2017 sets out the 'Statutory Requirements for the Retrospective Vetting of Teaching Staff, Non-Teaching Staff and Others'. Teaching staff, not previously vetted, were required to apply for vetting through the Teaching Council prior to 31st December 2017. Similarly, non-teaching staff and others engaged in relevant work with children or vulnerable adults in the school were required to be vetted through ACCS. Subsequently, a new deadline of the 30th April 2018 has been given by the Department of Justice and Equality for the submission of Retrospective Vetting Applications.

ACCS, as a relevant organisation, processed 3,723 vetting applications submitted by member schools during 2017. At the In-School Management Conference delegates expressed their appreciation to the office team, led by Office Manager, Ms. Susan Cunniffe, for the efficient way in which they operate the system of processing the vetting applications.

Care and Management of Staff

The Board of Management has a duty of care to all staff. In this regard as a stakeholder, ACCS has actively engaged in reviews of both the Employee Assist Programme, EAP, and the Occupational Health Service.

The Employee Assist programme is provided by Inspire Workplaces. Following the most recent reviews there have been significant improvements including additional counselling sessions, the development of a wellbeing website and the development of a service to support those in management positions in schools. The Occupational Health Service is provided by Medmark. There have been some additional supports made available in 'return to work protocols' for staff.

ACCS is a partner in the Integrated Workplace Health Promotion Working Group, IWHP. This group is constituted of representatives of management and union bodies at both primary and post-primary level. The Health and Safety Authority, HAS, has also supported this group. Most of this year has focused on engagement with the Teaching Council and Department of Education and Skills promoting a demonstration model of an 'Integrated Workplace Management Project'. All involved in this work are supportive of the principles promoted and are actively engaged in assessing the feasibility of progressing the project.

STRATEGY 3

Managing the Evolution of ACCS and promoting the Community and Comprehensive Sector

Future Development of Community and Comprehensive Schools

The Executive, at the August 2017 meeting, re-established the Future Development of Community and Comprehensive Schools Sub-Committee.

The remit of this sub-committee is to:

- Support existing Community and Comprehensive schools
- Promote the Community and Comprehensive Sector in Irish education
- Promote the development of new Community and Comprehensive Schools

The sub-committee has reviewed the most recent designation of new schools and examined the process used by the Department to decide on the nature of the chosen school type. Section 8.2 of the Education Act 1998 includes the statement, *“the patron of a recognised school shall be the person who requested recognition of the school”*. In essence, Patrons seek to establish schools. As ACCS is a management body and not a Patron, ACCS cannot apply to establish new schools. ACCS is actively engaging with Patrons on this and other areas of common interest.

ACCS has submitted an analysis of the designation of the nine most recent schools to the DES. This submission was followed by meetings between Department and ACCS representatives. All meetings were constructive and informative and will assist in guiding the future work of ACCS in this area.

The Identity Sub-Committee has completed significant work over the last two years. It was agreed that the Identity Sub-Committee would reconvene to consider options in promoting the Community and Comprehensive Sector in Irish education.

Retirements and New Appointments



Retired/Departing Principals and Deputy Principals

ACCS offers its thanks and best wishes to those retiring or moving to pastures new.

Dunmore C.S.

Principal: Mr. Gay McManus

Gort C.S.

Principal: Mr. Denis Corry

Deputy Principal: Ms. Amy Talbot

Holy Child C.S.

Principal: Mr. Liam Walsh (moving to another school)

Deputy Principal: Ms. Laura Casey (moving to another school)

Pobalscoil Íosa

Principal: Ms. Patricia McDonagh

John The Baptist C.S.

Principal: Ms. Mary Jones

New Principals and Deputy Principals

ACCS is very pleased that the full proposal made by the three post-primary management bodies in relation to Deputy Principal positions in second level schools within the Leadership Team Structures submission has been granted by the Minister. Budget 2017 granted an additional Deputy Principal to all schools with more than 700 students from September 2017. ACCS schools will benefit very much from this addition, with thirty-one of our schools being in a position to appoint an additional Deputy Principal, while five of our schools will be appointing two additional Deputy Principals. Congratulations to all recently appointed Principals and Deputy Principals.

Ardee C.S.

Deputy Principal: Ms. Pauline Duffy

Ashbourne C.S.

Acting Principal: Ms. Susan Duffy

Deputy Principal: Mr. Patrick Moriarty

Acting Deputy Principal: Ms. Gillian Casey

Ballincollig C.S.

Deputy Principal: Ms. Karen Forde

Blackwater C.S.

Deputy Principal: Ms. Maria O'Brien

Boyne C.S.

Deputy Principal: Ms. Jean Marie Ryan

Carndonagh C.S.

Deputy Principal: Ms. Elizabeth Kelly

Carrigaline C.S.

Deputy Principal: Ms. Tracey Kennedy

Deputy Principal: Ms. Lorraine Collins

Castlecomer C.S.

Acting Deputy Principal: Mr. Pat Murphy

Cashel C.S.

Deputy Principal: Mr. John Murray

Celbridge C.S.

Deputy Principal: Ms. Caoimhe Ní Chuinn

Coláiste Chiaráin

Deputy Principal: Ms. Catherine Cotter

Coolmine C.S.

Deputy Principal: Ms. Pauline Connolly

Crescent College Comprehensive

Deputy Principal: Mr. Diarmuid Mullins

Dunmore C.S.

Principal: Mr. Declan Quinn

Gort C.S.

Principal: Mr. Brian Crossan

Deputy Principal: Ms. Margaret Linnane

Deputy Principal: Mr. Martin Killeen

Gorey C.S.

Deputy Principal: Ms. Linda McEvoy

Hartstown C.S.

Deputy Principal: Mr. Graham Fleming

Holy Child C.S.

Principal: Ms. Valerie Maher

Deputy Principal: Ms. Stacy Kenny

Holy Family C.S.

Deputy Principal: Ms. Ingrid Fallon

John The Baptist C.S.

Principal: Ms. Noreen Rafferty

Deputy Principal: Ms. Ita Browne

Deputy Principal: Ms. Rachel Hayes

Kildare Town C.S.

Deputy Principal: Ms. Mary Hackett

Deputy Principal: Mr. John Hayes

Kinsale C.S.

Deputy Principal: Ms. Claire Sheehan

Deputy Principal: Mr. Ger Hogan

Loreto C.S.

Deputy Principal: Ms. Annabella Mullen

Mayfield C.S.

Deputy Principal: Ms. Kathleen Daly

Moate C.S.

Deputy Principal: Ms. Frances Kelly

Mountmellick C.S.

Acting Deputy Principal: Ms. Fiona Behan

Mount Temple Comprehensive

Deputy Principal: Ms. Mary Sterritt

Mountrath C.S.

Deputy Principal: Mr. Denis Boland

Newpark Comprehensive

Deputy Principal: Mr. Andrew Adams

Old Bawn C.S.

Deputy Principal: Ms. Ursula McCabe

Deputy Principal: Mr. Kevin Shortall

Pobalscoil Íosa

Principal: Mr. David Hayes

Deputy Principal: Ms. Cora Tighe

Deputy Principal: Ms. Nicola Garvey

Pobalscoil na Tríonóide

Acting Principal: Ms. Bernie Heffernan

Deputy Principal: Ms. Sally Ronayne

Deputy Principal: Ms. Annelee Casey

Pobalscoil Neasáin

Deputy Principal: Ms. Karol Sadleir

Portmarnock C.S.

Deputy Principal: Ms. Orla Molamphy

Deputy Principal: Ms. Helen Dargan

Ramsgrange C.S.

Acting Principal: Ms. Tracey Edwards

Acting Deputy Principal: Ms. Mary Cullinane

Scoil Mhuire

Deputy Principal: Mr. JP Cahillane

Skibbereen C.S.

Deputy Principal: Mr. Tom Foley

St. Brendan's C.S.

Deputy Principal: Mr. Paul D'Arcy

Deputy Principal: Ms. Fidelma Foy-Keane

St. Caimin's C.S.

Deputy Principal: Ms. Derval Glendon Garry

St. Colmcille's C.S.

Deputy Principal: Ms. Karen Philbin

St. Mark's C.S.

Deputy Principal: Ms. Tracey Christian

St. Wolstan's C.S.

Deputy Principal: Ms. Agnes Holmes

Tallaght C.S.

Deputy Principal: Ms. Claire Greene

ACCS/info. Bulletins

Since Convention 2017, the following ACCS/info. Bulletins were issued to the schools:

ACCS/info. Bulletin 14/17	23/02/2017	Notice of ACCS Convention, 23rd – 25th March, 2017
ACCS/info. Bulletin 15/17	06/03/2017	Junior Cycle English Assessment Task Completion: Monday 24th to Friday 28th April, 2017
ACCS/info. Bulletin 16/17	10/03/2017	'Sexting' by students in the school
ACCS/info. Bulletin 17/17	26/04/2017	Revision of Salaries for Staff employed in Community and Comprehensive Schools
ACCS/info. Bulletin 18/17	15/05/2017	1. 2017 Redeployment Process 2. Important Note on Posts of Responsibility 3. Filling Available Teaching Posts/Hours 4. Teacher Recruitment
ACCS/info. Bulletin 19/17	22/05/2017	Planning Time for 2017/2018
ACCS/info. Bulletin 20/17	22/05/2017	Travel and Subsistence in Community & Comprehensive Schools
ACCS/info. Bulletin 21/17	23/05/2017	Supervision and Substitution (S&S)
ACCS/info. Bulletin 22/17	31/05/2017	Conclusion of Redeployment for 2017/2018
ACCS/info. Bulletin 23/17	02/06/2017	Recruitment of Special Needs Assistants (SNAs) - Supplementary Assignment Arrangements for the 2017/18 School Year
ACCS/info. Bulletin 24/17	12/06/2017	Update on Garda Vetting
ACCS/info. Bulletin 25/17	13/06/2017	Suspension by ASTI of all industrial action from June 10th, 2017
ACCS/info. Bulletin 26/17	28/06/2017	Extension of Opt-out and Opt-in from/to S&S, changes to salaries of ASTI and non-union teachers and other measures
ACCS/info. Bulletin 27/17	29/06/2017	Edition 2 of Web Book regarding Terms and Conditions for Registered Teachers published 27 June 2017
ACCS/info. Bulletin 28/17	30/06/2017	1. Update on Professional Time 2. Update on Management Resources for coordination hours for Junior Cycle
ACCS/info. Bulletin 29/17	06/07/2017	Allocation of SNAs for 2017/2018 school year
ACCS/info. Bulletin 30/17	21/08/2017	Religious Education and the Junior Cycle in Community and Comprehensive Schools
ACCS/info. Bulletin 31/17	28/08/2017	Circular 0057/2017, HSE Post-Primary School Vaccination Programme 2017/2018
ACCS/info. Bulletin 32/17	07/09/2017	Burglary Incidents at Post-Primary Schools
ACCS/info. Bulletin 33/17	13/09/2017	Clarification regarding sharing information with the HSE for the purpose of facilitating the School Vaccination Programme
ACCS/info. Bulletin 34/17	13/09/2017	Supervision and Substitution Scheme Opt-out
ACCS/info. Bulletin 35/17	15/09/2017	Scheme for Leave of Absence following Assault CL 61/2017 (Teachers) & CL 62/2017 (Special Needs Assistants)
ACCS/info. Bulletin 36/17	20/09/2017	Assistant Principal Vacancies and Re-Scheduled In-Service on the Post of Responsibility Appointment Process Wednesday 27th September 2017, Hodson Bay Hotel, Athlone, Co. Westmeath
ACCS/info. Bulletin 37/17	17/10/2017	Storm Damage Guidance from the State Claims Agency

ACCS/info. Bulletin 38/17	26/10/2017	Responding to Critical Incidents in Schools
ACCS/info. Bulletin 39/17	07/11/2017	JCT Update
ACCS/info. Bulletin 40/17	08/11/2017	ACCS Convention 2018, Radisson Blu Hotel & Spa, Lough Atalia Road, Galway
ACCS/info. Bulletin 41/17	17/11/2017	Applications for Exceptional Funding
ACCS/info. Bulletin 42/17	17/11/2017	Vetting Update
ACCS/info. Bulletin 43/17	20/11/2017	Retrospective Vetting Update
ACCS/info. Bulletin 44/17	05/12/2017	Information notice regarding The JCPA Handbook which was published on the Department's website on Thursday 2nd November 2017
ACCS/info. Bulletin 45/17	12/12/2017	New Child Protection Procedures for Primary and Post-Primary Schools
ACCS/info. Bulletin 45(a)/17	19/12/2017	Child Protection Update
ACCS/info. Bulletin 46/17	12/12/2017	Update on Junior Cycle and JCT Resources
ACCS/info. Bulletin 47/17	21/12/2017	Roll out of services of the Financial Support Services Unit to the Community and Comprehensive School sector from January 2018
ACCS/info. Bulletin 01/18	12/01/2018	Information on influenza and influenza like illnesses in schools
ACCS/info. Bulletin 02/18	16/01/2018	Leadership and Management in Post-Primary Schools
ACCS/info. Bulletin 03/18	18/01/2018	ACCS CONVENTION 2018 - 7th, 8th & 9th March, 2018 The Galmont Hotel & Spa formerly Radisson Blu Hotel & Spa, Lough Atalia Road, Galway
ACCS/info. Bulletin 04/18	18/01/2018	Nominations for the Election of Area Representatives to the ACCS Executive at Convention 2018
ACCS/info. Bulletin 05/18	23/01/2018	Digital Strategy for Schools 2015-2020, Schools Excellence Fund – Digital
ACCS/info. Bulletin 06/18	29/01/2018	Changes to Career Break Scheme